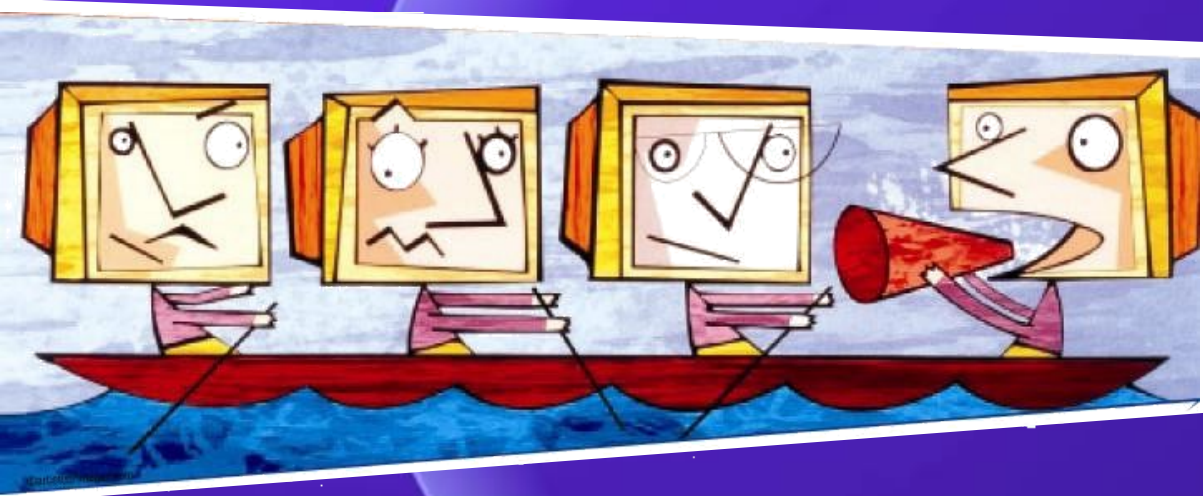


HAROLD D. STOLOVITCH & ASSOCIATES

Telling Ain't Trainin g



LEARNING & PERFORMANCE SOLUTIONS

Overall Objective

- Develop and deliver sound “training” based on research and evidence based principles.



Specific Objectives

- Identify what facilitates and what inhibits learning in a training context.
- Define key training vocabulary terms
- State the trainer's mantra and define its two major components.
- Discriminate between declarative and procedural knowledge and identify the key implications for training.
- Separate scientific findings from training lore and identify implications for training practice.
- Name and describe six universals of learning research that have stood the test of time.
- Apply a research based 5-step model for building and delivering effective training.





41252365283031724

Year: 4 seasons	Month: 28 days	Week: 7 days
12 months	30 days	Day: 24
hours		
52 weeks	31 days	
365 days		



Harold, here are the directions:

From the airport, take the road that leads out of the rental lot and follow it past the barrier around the lot until you get to the end where you connect with the road out. Take the road and after it veers right, you'll see a triple fork. If you take the left branch you'll head west and away from the lake. Don't do that! Straight puts you under the viaduct and really off track. Take the right branch and at the next fork bear right to the roundabout where you go not quite half way around to the second road. It's the 379 east, although it really goes south -- don't ask me why. From then on, it's a straight shot.

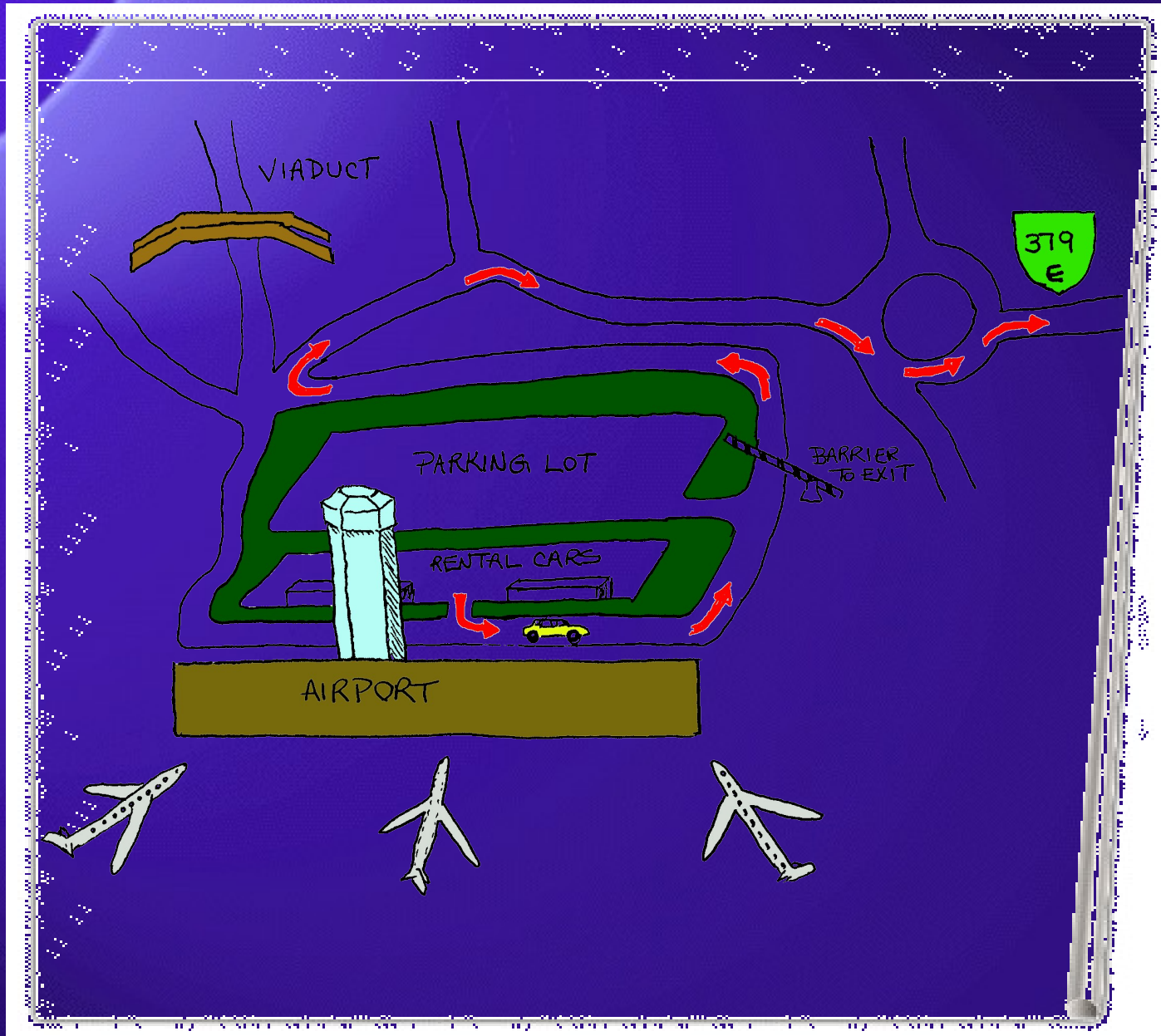
Cheers,

Eddie

Do you know what to do? Let's try it.

1. Where's the parking lot?
2. Where are the rental cars?
3. What do you have to pass to get out of the parking lot?
4. Then what?
5. After the second fork, what do you watch for?
6. Do you go over or under the viaduct?
7. Which highway do you take?





Do you know what to do? Let's try it.

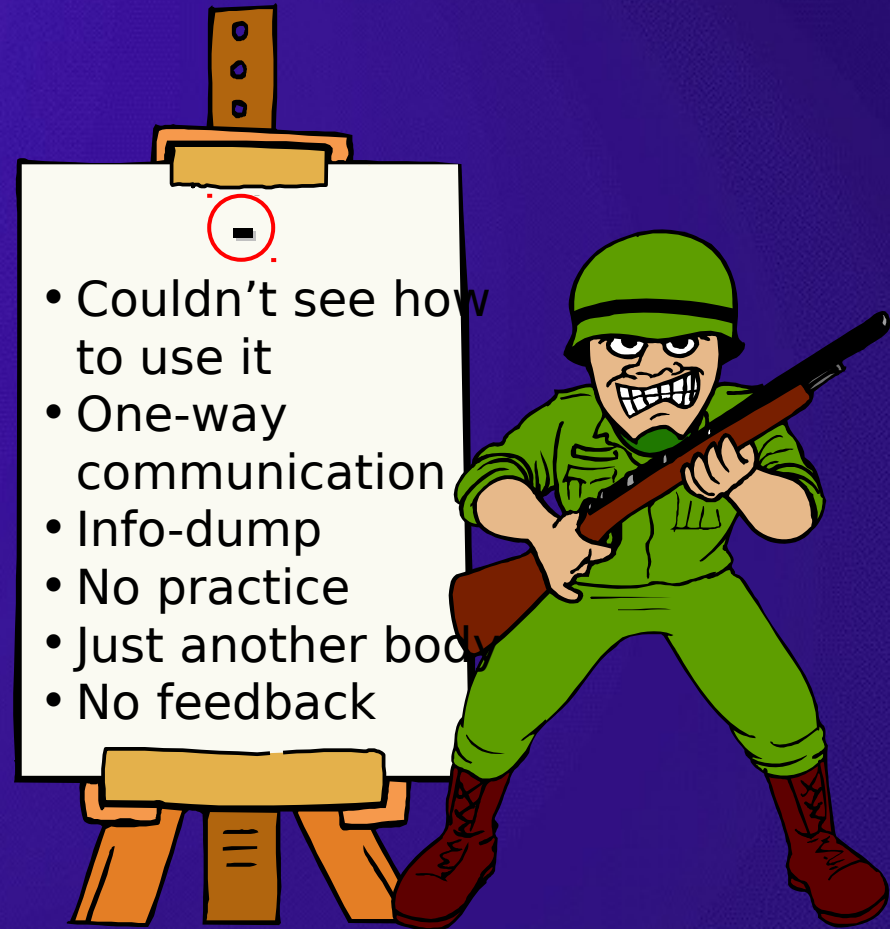
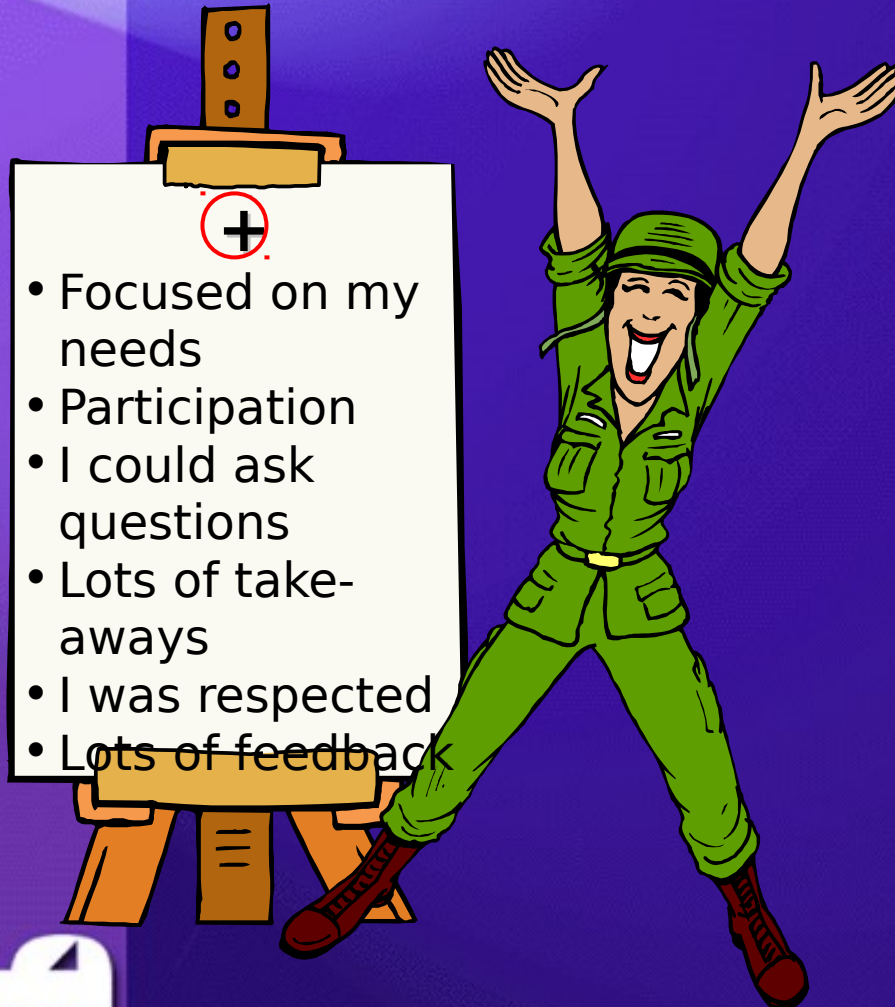
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4. Then what?
5. After the second fork, what do you watch for?
6. Do you go over or under the viaduct?
7. Which highway do you take?



I Learn Better When...

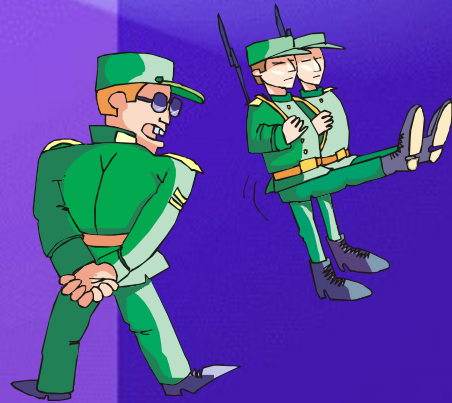
Column A	Column B
<input type="checkbox"/> someone who knows something I don't, explains and describes it to me.	<input type="checkbox"/> dialogue and discuss with someone who knows something I don't.
<input type="checkbox"/> I observe a demonstration	<input type="checkbox"/> I get involved and try things out during a demonstration.
<input type="checkbox"/> I attend lectures in which an instructor presents information to me.	<input type="checkbox"/> I attend sessions in which an instructor engages me in a two-way interaction.
<input type="checkbox"/> I see what's in it for the organization.	<input type="checkbox"/> I see what's in it for me.
<input type="checkbox"/> there is a lot of detailed content.	<input type="checkbox"/> there is minimal, meaningful content

Good Classes and Bad



Some Basic Vocabulary: The Terms of the Trade

Training:



Create a change in the learners so that they consistently **reproduce** behavior without variation – speed, accuracy, fluency.

Instruction:

Generalize beyond the specifics of what is taught.



Education

:

Build **general mental models** and **values** – long term and way of viewing the world.



Learning:

Change in mental structures which leads to potential for behavior change.
Desired end = durable change.



1. **B**

2. **D**

3. **C**

4. **A**



Which Would You Do?

- ☐ A. Gather materials on cash flow management...
- ☐ B. Gather information on the prospective learners...



Which is Performance Based?

- ☐ A.They should be aware...
- ☐ B.They should be able to...



The Trainer's Mantra

**Learner-centered...
performance-based**



American 1¢ Coin



Which way does Lincoln face?

Self-Test

1. P

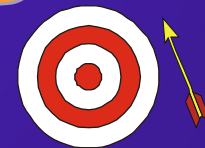
2. D

3. P

4. D



Hit or Myth



- Since some learners are more visual while others are more auditory, this is key for effective learning.
- The more enjoyable the instructional methods, the greater the learning achievement.
- Working out problems on your own results in better problem-solving performance than studying those that have already been worked out.
- Technology is the key to future workplace learning success.
- Successful performance during training usually results in improved performance on the job.

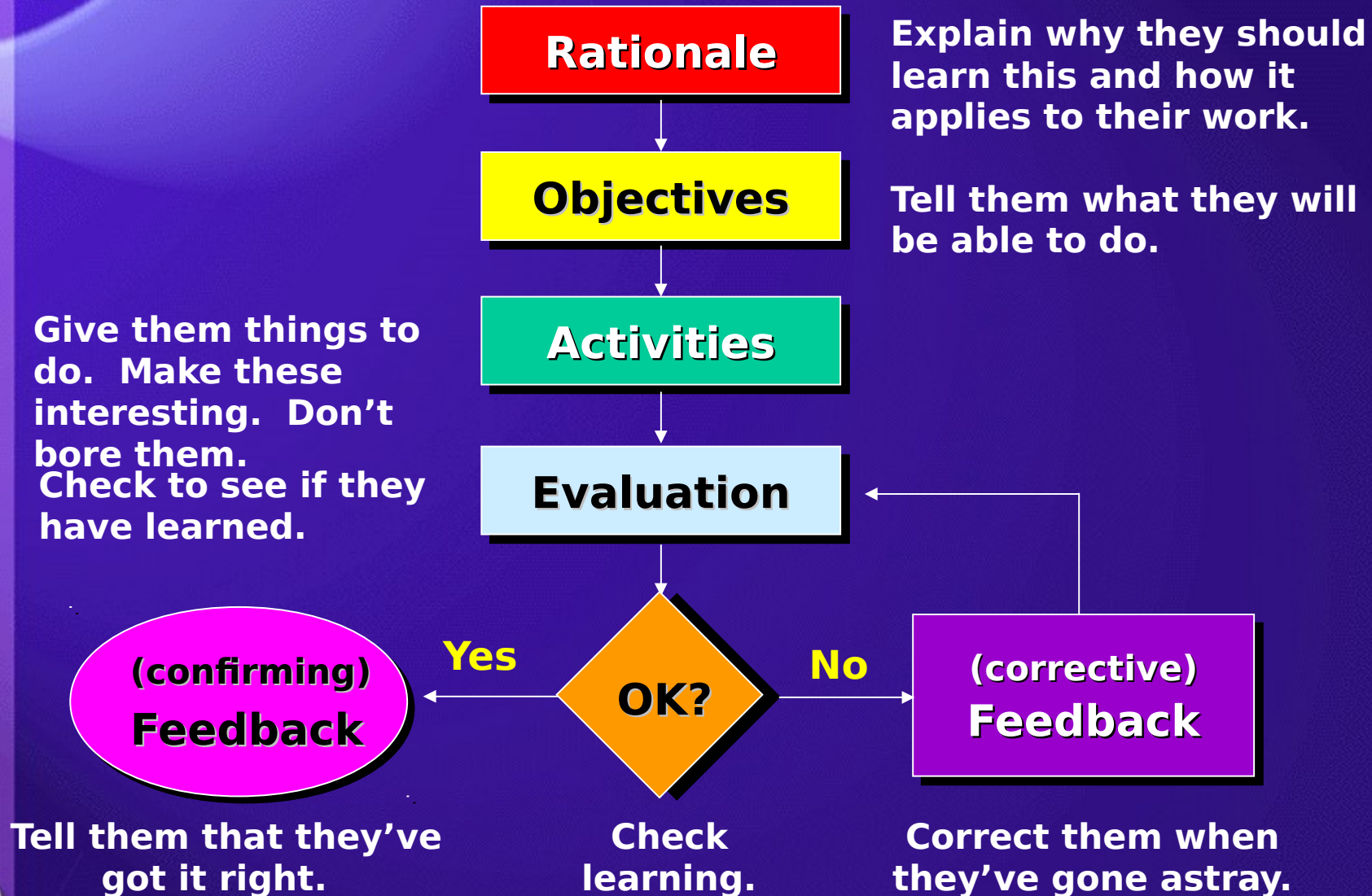


Six Universals From Research on Learning

**Why
What
Structure
Response
Feedback
Reward**



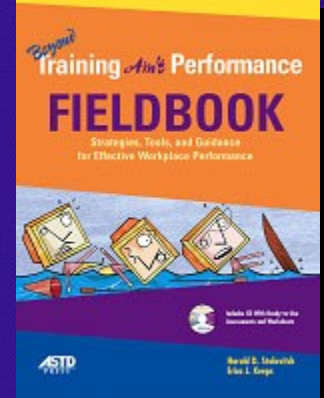
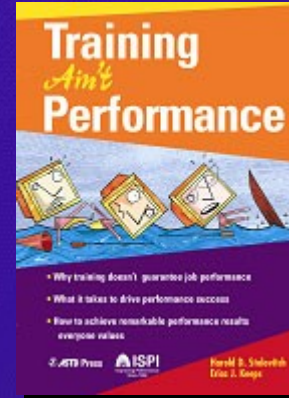
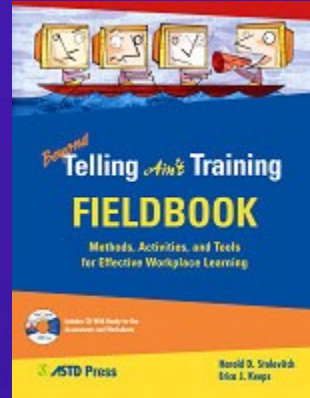
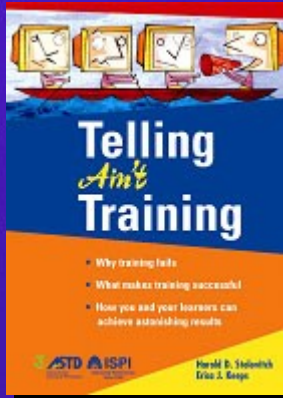
5 step model



Training session planning sheet

<pre>graph TD; R[Rationale] --> O[Objectives]; O --> A[Activities]; A --> E[Evaluation]; E --> OK{OK?}; OK -- Yes --> CF([confirming Feedback]); OK -- No --> CRF[corrective Feedback]; CF --> FB[Feedback]; CRF --> FB</pre>	<p>Session title: Target audience: Time allotted:</p> <p>Rationale:</p> <p>Objectives:</p> <p>Activities:</p> <p>Evaluation:</p> <p>Feedback:</p>
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Resources



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LEARNING & PERFORMANCE SOLUTIONS